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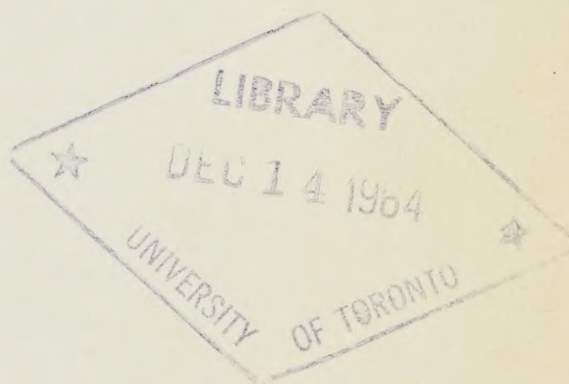
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# Vacations with Pay

## 1951 — 1961

**LABOUR  
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**REPORT No. 4  
1963**



*Canada*

**ECONOMICS AND RESEARCH BRANCH  
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**Labour Management Research Series**

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## VACATIONS WITH PAY

1951 - 1961

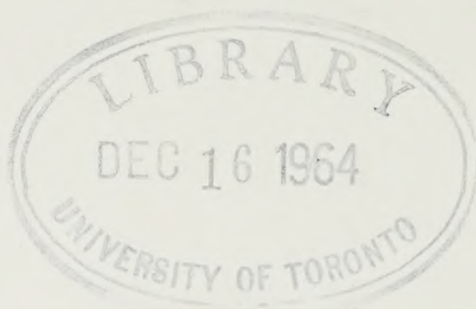
— An examination of vacation practices  
in Canadian Industries.

Economics and Research Branch  
Department of Labour, Ottawa  
June, 1963

Hon. Allan J. MacEachen  
Minister

George V. Haythorne  
Deputy Minister





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## FOREWORD

This analysis of paid vacations in Canadian industries is the fourth in a series of reports on topics of broad practical interest to labour and management. The statistics it contains have been compiled from data obtained from employers in the annual Survey of Working Conditions from 1951 to 1961, thereby providing a factual and representative picture of vacation practices across the country. The report also contains information on federal and provincial legislation on vacations in the ten-year period under review.

The Labour Management Research Series is under the direction of Dr. R.M. Adams, Chief of the Labour Management Division of the Economics and Research Branch. This report was prepared by F.J. McKendy and Ted Buyniak. Editorial assistance was provided by R.A. Knowles.

J.P. Francis,  
Director,  
Economics and Research Branch



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## INTRODUCTION

The systematic development and extension of paid vacations have been prominent issues in negotiations between Labour and Management ever since the end of World War II. By the early 1950's one week's annual vacation with pay was almost universal in Canadian industry. By the beginning of the 1960's virtually all jobholders were entitled, under the terms of their employment, to two-week paid vacations each year; and paid vacations of three or four weeks, according to the length of extended service, are now rapidly becoming the rule rather than the exception for large segments of the employed labour force.

Present practices in Canadian industry affecting paid vacations contrast sharply with the situation prior to World War II, when most industrial workers, who were steadily employed, thought of their jobs in terms of 52 weeks' work in a year. Paid vacations before the war were generally granted only to executive and managerial personnel and, to a lesser extent, to office employees. For the average worker, however, taking a vacation meant a temporary suspension of his income; a luxury he could ill afford.

The factors which have contributed to the growth of paid vacation practices in the post-war years are many. For example, it is sometimes suggested that the 'freeze' on wages during the war<sup>(1)</sup> encouraged employers to grant a variety of non-wage benefits, including paid vacations, to their employees as a means of rewarding them for their contribution to the productive process. Moreover, in the post-war reconstruction period, strong demands for consumer goods, relatively tight labour market conditions, productivity gains and other factors combined to create an atmosphere which made for further flexibility in labour-management relations. Throughout the 1950's, labour negotiations focussed sometimes on wages and sometimes on non-wage items, depending on the strategy warranted by the prevailing economic climate, and demands for more liberal paid vacations were frequent.

At the same time, broad social changes including such developments as increased home ownership, widespread ownership of private automobiles and improved highways, the general trend of the population to urban centres and the consequent attraction of country cottages and other outdoor recreational pursuits, began to make their influence felt on patterns of living. In addition to these influences the leave provisions of the armed forces may also have accustomed many people to the idea of paid time-off. Whatever may have been the key influences leading to the development and extension of paid vacations for most workers, it is clear that strong and pervasive economic and social forces have been at work during the post-war years to bring about changes in vacation practices. Paid vacations now play an important part in the labour market in so far as job placement and job choice are concerned and also in the wider framework of employer-employee relations.

This study deals with the development of paid-vacation practices in Canadian manufacturing industries during the period 1951-1961 and with current vacation practices and patterns. It is based largely on information obtained in

---

(1) Wartime Wages and Cost of Living Bonus Order (October 1941); Wartime Wages Control Order (July 1942); Wartime Salaries Order (November 1941, revised February 1942).

the surveys of working conditions conducted each year during this period by the Economics and Research Branch of the Canadian Department of Labour.<sup>(1)</sup>

Examination of the vacation practices is centred upon two principal features of vacation plans; the length of the vacation and the period of employment or service required to qualify for specific paid vacations. The assessment of a given vacation or vacation program can be made by studying the relationship of these features. Two plants may each provide two, three and four week vacations for their employees, but the eligibility requirements for vacations of these lengths may differ greatly in each instance.

In the surveys of working conditions, from which the statistics used in this study are derived, the information is collected from business 'establishments'. An 'establishment' is broadly defined for survey purposes as a unit that functions as a separate operating entity capable of reporting all elements of basic industrial statistics. Information is obtained from such establishments on conditions of work that apply to the majority of non-office and office employees.

Throughout this report, vacations are considered in terms of the number of employees in establishments which report specific vacations with pay provisions. This does not mean that all employees shown in the tables are actually covered by the vacation practices described, but that they are employed in establishments where the practice applies to the majority of workers.

The first part of the report consists of a review of the vacation-with-pay practices in the manufacturing sector of the economy for the period 1951 to 1961. Trends in vacation practices are examined for manufacturing as a whole, by province, by individual establishments and for non-office and office employees.

The next part of the study presents an analysis of current vacation practices in both manufacturing and non-manufacturing industries. In manufacturing, prevailing vacation practices are shown by principal industrial groups and in the non-manufacturing sector for selected sub-divisions of a wide range of industries. This part also deals with the plans and over-all structure for graduated vacations of two, three and four weeks. These plans are examined in terms of the length of service required to qualify for each of these vacation periods, and arranged in such a way as to show the most prevalent service patterns.

The report also contains an analysis of legislation that governs vacations with pay in the various jurisdictions. Also provided is an outline of the administrative procedures relating to the application of this legislation.

Statistics on one-week vacations are omitted from this report in order to conserve tabular space. As previously stated, one week's vacation with pay is now a universal practice and legislation on vacations in all cases provides at least this amount of vacation as a basic minimum after completion of one year's service.

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(1) The annual Survey of Working Conditions covers some 20,000 establishments having 15 or more employees, in most of the major segments of Canadian industry; prior to 1959 the survey covered about 14,000 establishments. Detailed information on vacations in 1962 is contained in "Working Conditions in Canadian Industries, 1962", Economics and Research Branch, Department of Labour (Ottawa, Queen's Printer, 1963). This 1962 information was not available when the report was in preparation.



## VACATION TRENDS IN MANUFACTURING 1951-1961

### General Trends

The trend, during the 1950's, toward longer paid vacations and the shortening of the length of service required to qualify for them is borne out by the statistics for manufacturing industries. For example, two weeks vacation with pay after a relatively short period of service was commonplace in Canadian manufacturing by 1961. Paid vacations of three weeks also showed sharp gains over 1951, both in incidence and in the shortening of the service required to qualify for them and a particularly striking growth in the incidence of four-week vacation provisions is evident during the 10-year period.

Tables 1 and 2, for non-office and office employees respectively, set out the details of the trends in vacation policies in manufacturing as a whole from 1951 to 1961. In order to qualify for a vacation of two weeks, most non-office employees in 1951 required five years of service; by 1961, three years or less was a more common requirement to qualify for two weeks vacation. For office employees, there was little change in either the incidence of two-week vacations or in the period of service required to qualify, almost all office employees being eligible for two weeks vacation after one year's service.

The proportion of non-office employees in manufacturing to whom three weeks' vacation was made available after fulfilment of the required service rose from just less than one half in 1951 to almost three quarters by 1961; for office employees the increase was from 55 to 83 per cent. Although 15 years was the predominant service requirement for three weeks vacation throughout the whole of the decade, some evidence may be seen of a shortening of this qualifying period by the end of the 1950's; by 1961, one in four non-office employees and one in three office employees could become eligible for three weeks vacation after 10 years or, in some cases, less than 10 years service.

The practice of granting four-week vacations with pay, regardless of length of service, was almost non-existent in 1951, but by 1961 almost one third of the non-office employees and more than 40 per cent of the office employees in manufacturing could qualify for a vacation of this length pending sufficient service; throughout the period, 25 years of service was the predominant service requirement.

### By Province

Vacation trends are examined on a provincial basis in Table 3, 4, 5 and 6. Tables 3 and 4 deal with the incidence of two, three and four-week vacations for non-office and office employees respectively, in each of the years 1951-1961. (1) These tables also show the number of employees covered by the survey. Tables 5 and 6 compare the service requirements for vacations of various lengths at the beginning and end of the period under review.

The provincial data reflect, in varying degrees, the national trend in paid vacation practices and, more particularly, the trend toward extended vacations. The movement toward three weeks vacation showed a very substantial

---

(1) No survey was undertaken in 1952. The 1951 survey was conducted in October of that year; from 1953 to 1959 the annual Survey of Working Conditions were conducted in April and from 1960 on, in May each year.

increase in central Canada and in the western provinces. Moreover, service requirements for three weeks vacation declined considerably in Newfoundland, Saskatchewan and British Columbia, but showed less change in other provinces.

In all regions there was a sharp increase in the incidence of four weeks vacation with pay, especially toward the end of the 1950's. In 1951 provision for four weeks' vacation with pay was reported by establishments in only four provinces and it was not extensive in any of them. By 1961, four weeks vacation was granted by establishments employing from one quarter to one third of all plant workers in most provinces; and four weeks vacation for office workers was provided in plants which, in most provinces, accounted for one quarter to two fifths of the coverage.

It should be noted, when examining the provincial data, that the figures for the smaller provinces - particularly in the Atlantic region - are more volatile than those for the larger provinces. This is because of the relatively small totals involved and the consequently greater influence on the statistics of changes in vacation policies of individual establishments.

#### By Establishment

In order to illustrate the way recent vacation patterns have developed in individual plants during the 1950's, the vacation provisions of several medium and large Canadian firms are summarized in Tables 7 and 8. Each is indicated by a code letter so as not to reveal its identity. The establishments which broadly differ in size, were chosen to represent all economic regions of the country but, otherwise, they were selected at random from among those which reported consistently to the survey throughout the period under review.

In general, vacation provisions in these establishments tended to be somewhat more liberal than all manufacturing industries taken together, but the pattern revealed in the broader statistical measures is clearly portrayed. The main changes took place in regard to three- and four-week vacations. In the majority of cases there was a reduction in the number of years of service required to qualify for three weeks vacation, although 15 years remained the prevalent qualifying period. The introduction of four-week vacations by the majority of the plants toward the end of the decade is also noteworthy.

A comparison of Tables 7 and 8 shows that, where differences in vacation provisions for non-office and office employees existed, such differences were mainly in the shorter qualifying period required of office employees for vacations of less than three weeks. Office employees in all but one of the selected establishments qualified for two weeks vacation with pay after one year or less of service.



TABLE 1 - PAID VACATIONS AND SERVICE REQUIREMENTS,  
NON-OFFICE EMPLOYEES, MANUFACTURING, 1951-1961

Length of Vacation and Service Requirement	1951	1953	1954	1955	1956	1957	1958	1959	1960	1961
	Number of Non-Office Employees Covered									
	772,056	802,377	802,536	765,551	799,365	804,953	758,424	819,401	809,736	778,475
	Proportion of Non-Office Employees									
	%	%	%	%	%	%	%	%	%	%
Two weeks	89	92	93	93	93	96	96	94	93	94
After: 1 year or less	14	15	16	16	16	18	23	23	27	29
2 years	9	10	10	11	12	13	14	14	14	13
3 years	16	22	26	27	28	30	28	28	26	26
5 years	48	40	35	37	36	32	28	26	25	24
Other periods	2	5	6	2	1	3	3	3	1	2
Three weeks	46	52	54	61	63	67	74	71	72	72
After: Less than 10										
years	N.A.	*	*	1	1	1	4	5	6	7
10 years	N.A.	*	2	2	3	5	8	8	11	19
11-14 years	1	2	*	1	1	2	4	4	4	6
15 years	20	29	37	44	47	50	50	47	45	35
20 years	12	11	7	7	6	5	4	3	3	2
Other periods	13	10	8	6	5	4	4	4	3	3
Four weeks	2	4	5	7	10	12	15	26	31	33
After: 25 years	2	3	4	6	8	10	11	22	25	27
Other periods	*	1	1	1	2	2	4	4	6	6

\* Less than  $\frac{1}{2}\%$ .

TABLE 2 - PAID VACATIONS AND SERVICE REQUIREMENTS,  
OFFICE EMPLOYEES, MANUFACTURING, 1951-1961

Length of Vacation and Service Requirement	1951	1953	1954	1955	1956	1957	1958	1959	1960	1961
	Number of Office Employees Covered									
	157,775	183,251	195,806	196,194	204,871	224,941	226,973	229,233	234,618	242,360
	Proportion of Office Employees									
	%	%	%	%	%	%	%	%	%	%
Two weeks	98	99	97	98	99	98	98	98	100	97
After: 1 year or less	89	89	87	89	90	91	89	89	89	88
2 years	4	5	5	5	5	5	6	6	7	7
3 years	1	1	1	1	1	1	1	2	1	1
5 years	2	2	2	1	2	1	1	1	2	-
Other periods	2	2	2	2	1	*	1	*	1	1
Three weeks	55	62	62	69	72	77	81	82	83	83
After: Less than 10										
years	2	1	2	*	*	3	4	6	7	7
10 years	2	3	3	5	10	12	16	17	22	28
11-14 years	*	*	*	*	*	3	4	6	4	7
15 years	23	32	43	51	51	52	52	49	46	38
20 years	15	16	7	7	6	4	3	2	2	2
Other periods	13	10	7	6	5	3	2	2	2	1
Four weeks	3	4	6	8	13	16	20	32	37	41
After: 25 years	2	3	5	6	9	12	14	25	28	31
Other periods	1	1	1	2	4	4	6	7	9	10

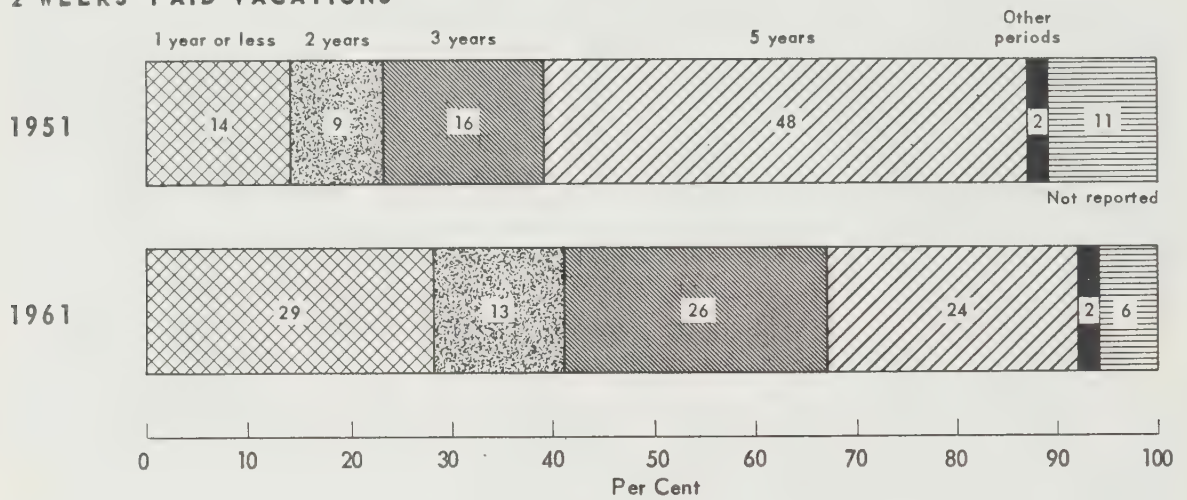
\* Less than  $\frac{1}{2}\%$ .

# TWO, THREE AND FOUR WEEKS' PAID VACATION FOR NON-OFFICE EMPLOYEES IN MANUFACTURING A COMPARISON - 1951 AND 1961

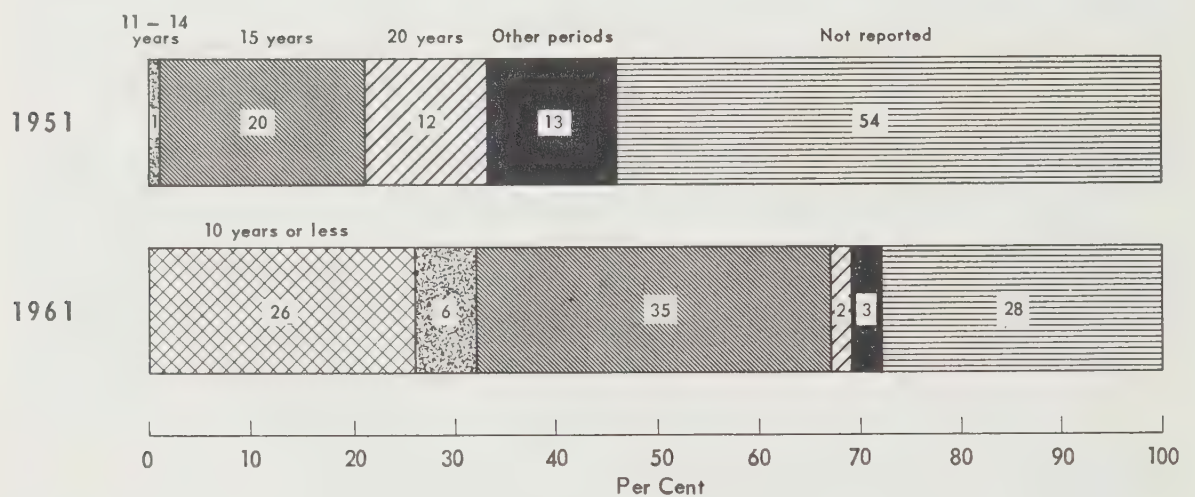
(Percentages denote proportion of employees)

Employees covered    1951 - 772,056  
                                 1961 - 778,975

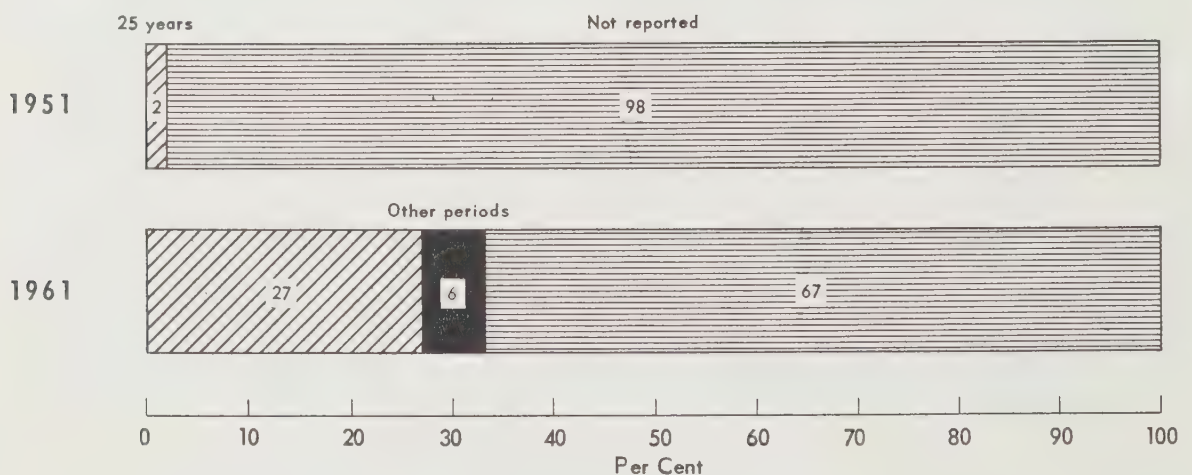
## 2 WEEKS' PAID VACATIONS



## 3 WEEKS' PAID VACATIONS



## 4 WEEKS' PAID VACATIONS



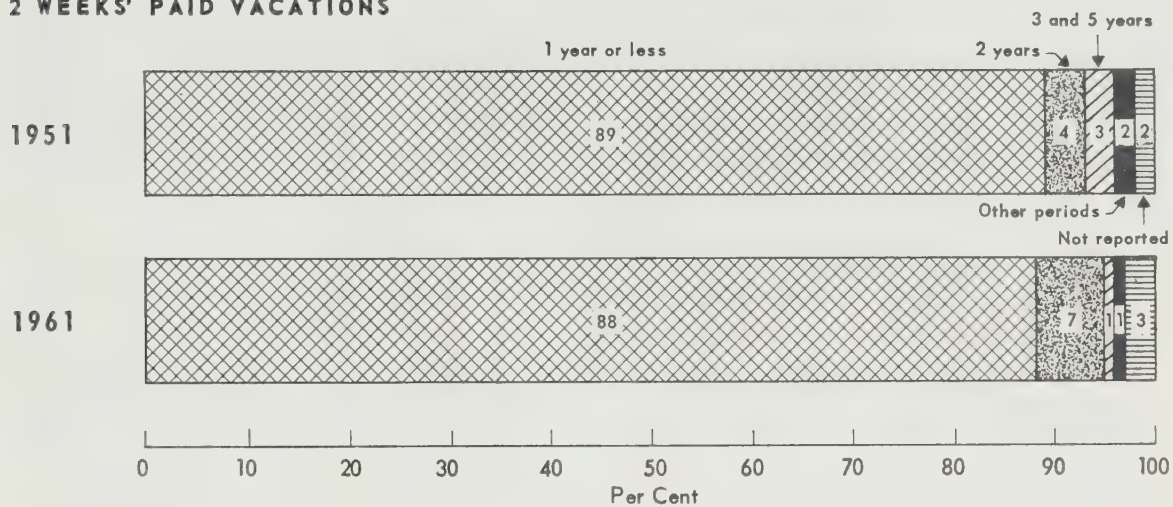


# TWO, THREE AND FOUR WEEKS' PAID VACATION FOR OFFICE EMPLOYEES IN MANUFACTURING A COMPARISON - 1951 AND 1961

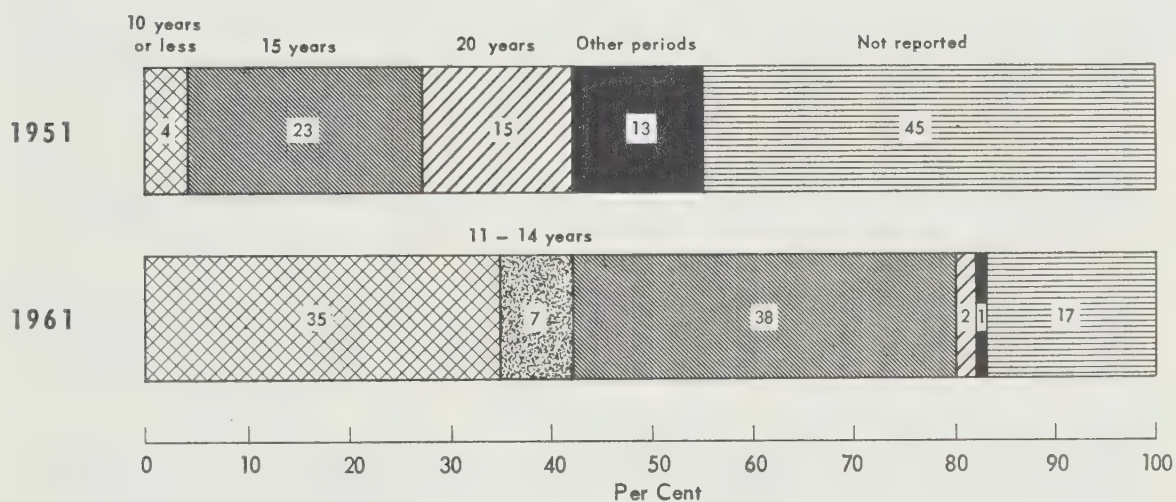
(Percentages denote proportion of employees)

Employees covered    1951 - 157,775  
                                 1961 - 242,360

## 2 WEEKS' PAID VACATIONS



## 3 WEEKS' PAID VACATIONS



## 4 WEEKS' PAID VACATIONS

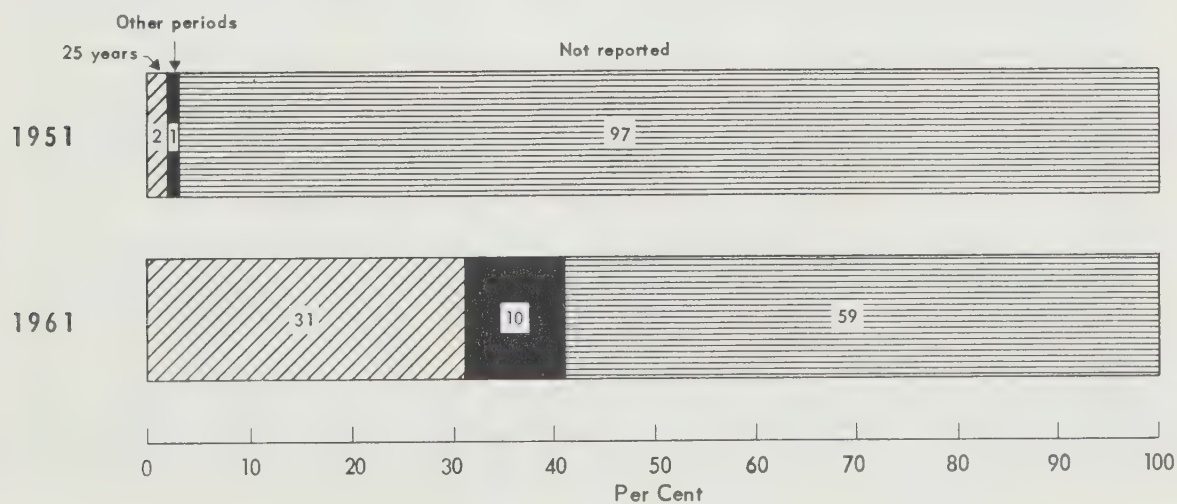


TABLE 3 - INCIDENCE OF PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
NON-OFFICE EMPLOYEES, MANUFACTURING, BY PROVINCE, 1951-1961

Province and Length of Vacations	Number of Non-Office Employees Covered									
	1951	1953	1954	1955	1956	1957	1958	1959	1960	1961
NFLD.	5,644	6,287	5,977	6,165	6,881	6,131	5,906	5,586	6,225	5,766
P. E. I.	292	722	574	666	592	460	652	571	859	771
N. S.	18,637	23,933	22,002	18,928	19,545	20,142	17,471	18,728	19,191	18,510
N. B.	12,700	13,143	13,440	13,270	13,579	13,386	11,680	11,981	12,666	13,702
QUE.	241,946	252,362	252,695	234,552	246,577	251,376	242,103	260,933	265,948	254,466
ONT.	392,687	410,056	404,654	390,153	404,741	403,898	372,928	404,024	395,175	376,412
MAN.	21,366	20,169	24,084	22,450	23,546	24,701	24,968	25,449	23,230	23,538
SASK.	5,263	5,552	6,325	5,627	5,945	5,849	6,892	7,807	6,686	6,755
ALTA.	13,087	15,129	16,425	15,828	17,181	17,211	18,537	21,905	18,949	19,282
B. C.	60,403	54,970	56,267	57,841	60,497	61,740	57,223	62,330	60,807	59,209
	Proportion of Non-Office Employees									
	%	%	%	%	%	%	%	%	%	%
NFLD.										
Two weeks	92	72	80	68	78	81	80	83	85	77
Three weeks	54	48	51	51	51	51	54	44	48	53
Four weeks	-	-	-	-	1	1	1	40	42	44
P. E. I.										
Two weeks	90	69	67	76	43	80	91	93	69	81
Three weeks	54	18	23	20	24	29	23	27	19	21
Four weeks	5	-	-	-	-	-	-	27	19	21
N. S.										
Two weeks	86	84	84	76	77	85	84	88	87	88
Three weeks	37	30	41	33	34	35	39	49	49	56
Four weeks	-	2	2	2	3	3	3	7	29	25
N. B.										
Two weeks	73	78	71	76	80	77	80	81	77	83
Three weeks	26	28	29	32	35	43	44	41	51	50
Four weeks	-	1	-	2	2	2	3	30	31	30
QUE.										
Two weeks	85	89	89	90	91	92	93	90	91	90
Three weeks	44	45	47	56	60	64	67	62	64	64
Four weeks	3	4	5	6	12	13	16	25	28	31
ONT.										
Two weeks	92	94	94	95	94	98	97	95	96	95
Three weeks	52	60	63	69	72	77	79	78	79	78
Four weeks	3	5	6	8	11	14	17	29	34	37
MAN.										
Two weeks	95	98	98	98	99	99	99	99	98	97
Three weeks	20	34	45	52	56	55	60	62	67	68
Four weeks	-	1	1	1	1	3	6	15	25	22
SASK.										
Two weeks	100	99	100	99	99	99	96	98	98	99
Three weeks	43	47	56	55	60	66	85	97	95	96
Four weeks	-	5	10	9	9	12	12	26	32	30
ALTA.										
Two weeks	99	100	99	99	98	100	99	99	98	95
Three weeks	37	43	44	51	55	61	68	64	70	74
Four weeks	-	3	5	8	9	14	13	29	31	34
B. C.										
Two weeks	91	94	94	93	95	97	97	99	96	96
Three weeks	24	30	32	35	39	42	77	81	80	83
Four weeks	1	2	3	3	9	9	9	11	25	29



TABLE 4 - INCIDENCE OF PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
OFFICE EMPLOYEES, MANUFACTURING, BY PROVINCE, 1951-1961

Province and Length of Vacations	Number of Office Employees Covered									
	1951	1953	1954	1955	1956	1957	1958	1959	1960	1961
NFLD.	1,593	1,128	1,237	1,328	1,200	1,190	1,300	1,119	1,157	1,253
P. E. I.	129	199	169	236	217	178	182	196	271	202
N. S.	3,423	4,297	4,504	2,690	2,751	3,167	3,196	3,212	3,343	3,240
N. B.	1,687	1,972	1,948	2,046	2,069	2,252	1,966	1,927	2,300	2,469
QUE.	45,349	53,894	56,609	57,365	58,842	65,692	69,467	69,711	71,015	75,035
ONT.	88,230	102,273	108,692	110,297	116,439	126,377	124,343	124,954	129,801	131,793
MAN.	4,059	4,691	5,490	5,618	5,940	6,671	6,382	6,604	6,148	6,748
SASK.	1,393	1,519	1,679	1,563	1,633	1,744	1,985	2,210	2,030	2,146
ALTA.	3,101	3,742	4,483	4,525	4,732	5,724	5,570	6,261	5,819	6,399
B. C.	8,786	9,529	10,985	10,517	11,048	11,936	12,569	12,970	12,734	13,067
	Proportion of Office Employees									
	%	%	%	%	%	%	%	%	%	%
NFLD.										
Two weeks	99	98	98	95	97	96	96	98	98	96
Three weeks	69	65	69	58	67	65	63	71	70	69
Four weeks	-	-	-	-	6	2	2	58	55	51
P. E. I.										
Two weeks	99	98	97	95	95	93	98	98	97	92
Three weeks	40	20	25	20	22	28	26	36	23	32
Four weeks	2	-	-	-	-	-	-	36	23	32
N. S.										
Two weeks	63	62	60	97	97	98	96	98	97	96
Three weeks	61	56	64	46	42	44	52	55	54	59
Four weeks	-	2	1	2	4	11	10	17	28	26
N. B.										
Two weeks	97	98	95	95	98	98	97	98	98	97
Three weeks	25	39	38	45	49	51	48	51	51	54
Four weeks	-	-	-	4	4	10	9	38	29	28
QUE.										
Two weeks	96	97	97	97	97	98	98	98	98	96
Three weeks	55	56	61	68	72	77	80	80	80	81
Four weeks	3	5	6	7	16	19	23	37	41	45
ONT.										
Two weeks	99	99	98	99	99	99	99	98	99	97
Three weeks	58	66	68	74	75	80	86	85	87	86
Four weeks	3	5	7	9	12	16	20	31	36	40
MAN.										
Two weeks	99	100	99	100	100	100	99	100	100	100
Three weeks	23	49	47	59	60	59	66	73	81	80
Four weeks	-	1	3	1	2	7	12	15	26	29
SASK.										
Two weeks	96	94	96	96	96	96	99	98	96	99
Three weeks	44	56	62	59	64	69	89	97	96	97
Four weeks	-	3	7	8	9	11	16	31	39	35
ALTA.										
Two weeks	100	100	99	100	100	93	99	99	100	98
Three weeks	49	52	50	59	66	64	69	67	71	78
Four weeks	-	4	5	7	8	19	20	35	36	36
B. C.										
Two weeks	98	99	88	99	99	99	97	98	96	99
Three weeks	42	46	56	56	69	70	81	86	85	85
Four weeks	2	3	4	4	16	17	16	20	36	37

TABLE 5 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
NON-OFFICE EMPLOYEES, MANUFACTURING, BY PROVINCE, 1951 AND 1961

Province and Year	Proportion of Non-Office Employees(1)											
	Two Weeks After:				Three Weeks After:				Four Weeks After:			
	1 Year or Less	2 Years	3-4 Years	5 Years	More Than 5 Years	10 Years or Less	11-14 Years	15 Years	16-20 Years	More Than 20 Years	25 Years or Less	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%
NFLD. (2)	1951	44	3	26	-	-	-	54	-	-	-	-
	1961	26	1	46	-	45	1	7	-	-	44	-
P. E. I. (2)	1951	-	-	54	-	-	-	54	-	-	5	-
	1961	11	22	-	2	-	21	-	-	-	21	-
N. S. (2)	1951	6	37	18	-	-	-	6	1	29	-	-
	1961	18	28	22	1	8	1	42	4	1	25	-
N. B. (2)	1951	3	3	40	1	-	-	23	-	3	-	-
	1961	7	12	35	1	21	2	22	1	4	28	2
QUE.	1951	8	15	49	2	-	-	15	10	19	3	-
	1961	13	23	31	2	23	6	27	2	6	28	3
ONT.	1951	7	19	52	2	-	1(3)	24	16	11	2	-
	1961	13	38	24	1	22	6	46	3	1	36	1
MAN.	1951	20	45	6	-	-	2(3)	12	2	5	-	-
	1961	13	3	1	1	19	14	31	2	1	22	-
SASK.	1951	1	-	1	-	-	4(3)	23	9	6	-	-
	1961	-	-	1	-	94	-	2	-	-	30	-
ALTA.	1951	72	-	9	-	-	2(3)	22	7	6	-	-
	1961	66	-	-	-	26	20	28	-	-	34	-
B. C.	1951	13	17	37	1	-	2(3)	13	8	1	1	-
	1961	-	1	1	-	74	2	7	-	-	29	-

(1) Refer to "Employees Covered" in Table 10 for figures to which the percentages in this table apply.

(2) The number of establishments and employees has not been completely constant over the ten-year period. While this has a negligible effect on the percentages for the larger provinces, it has, because of the small number of establishments involved, a substantial effect on the percentages for the Maritime Provinces.

(3) Reported as "After less than 15 years of service".



TABLE 6 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
OFFICE EMPLOYEES, MANUFACTURING, BY PROVINCE, 1951 AND 1961

Province and Year	Proportion of Office Employees <sup>(1)</sup>											
	Two Weeks After:					Three Weeks After:					Four Weeks After:	
	1 Year or Less	2 Years	3-4 Years	5 Years	More Than 5 Years	10 Years or Less	11-14 Years	15 Years	16-20 Years	More Than 20 Years	25 Years or Less	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%
Nfld. (2)	1951	59	34	-	-	-	-	68	-	-	-	-
	1961	93	3	-	-	58	6	5	-	-	51	-
P. E. I. (2)	1951	68	3	-	-	-	-	40	-	-	2	-
	1961	86	3	-	-	-	32	-	-	-	32	-
N. S. (2)	1951	43	2	-	-	36	-	8	1	16	-	-
	1961	77	7	11	1	17	1	35	4	2	26	-
N. B. (2)	1951	83	1	1 <sup>(3)</sup>	-	-	-	22	2	2	-	-
	1961	89	6	-	1	27	6	19	-	2	28	-
Que.	1951	88	3	3 <sup>(3)</sup>	-	2	-	18	15	20	3	-
	1961	87	5	1	2	32	7	38	2	2	38	7
Ont.	1951	92	3	3 <sup>(3)</sup>	-	4	-	26	17	10	2	-
	1961	86	7	2	1	34	7	42	2	1	38	2
Man.	1951	82	9	9 <sup>(3)</sup>	-	1	-	17	2	3	-	-
	1961	95	4	-	1	23	15	39	2	1	29	-
Sask.	1951	94	-	-	-	5	-	27	1	9	-	-
	1961	98	-	-	-	94	-	3	-	-	34	1
Alta.	1951	69	30	-	-	2	-	32	9	6	-	-
	1961	69	29	-	-	36	19	23	-	-	36	-
B. C.	1951	90	4	2 <sup>(3)</sup>	-	10	-	15	15	3	2	-
	1961	97	1	-	-	74	5	6	-	-	37	-

(1) Refer to "Employees Covered" in Table 11 for figures to which the percentages in this table apply.

(2) The number of establishments and employees has not been completely constant over the ten-year period. While this has a negligible effect on the percentages for the larger provinces, it has, because of the small number of establishments involved, a substantial effect on the percentages for the Maritime Provinces.

(3) Reported as "3-5 years service requirement".

TABLE 7 - PAID VACATION POLICIES FOR NON-OFFICE EMPLOYEES  
IN INDIVIDUAL MANUFACTURING ESTABLISHMENTS, 1951-1961

Establishments	Number of Weeks	Number of Years of Service Required to Qualify In:										Number of Employees		
		1951	1953	1954	1955	1956	1957	1958	1959	1960	1961	Low	High	Average
"A"	Two	1	1	1	1	1	1	1	1	1	1	163	287	236
	Three	15	15	15	15	10	10	10	10	10	10			
	Four	-	25	25	25	25	25	20	20	20	20			
"B"	Two	2	2	2	2	2	2	2	2	2	2	236	589	462
	Three	-	-	25	25	20	20	15	15	15	15			
	Four	-	-	-	-	-	-	-	-	-	25			
"C"	Two	3	3	3	3	3	3	3	3	3	3	6,532	8,911	7,757
	Three	20	15	15	15	15	15	15	15	15	15			
	Four	-	-	-	-	-	-	-	25	25	25			
"D"	Two	3	3	3	3	3	3	3	3	3	3	3,021	5,114	3,852
	Three	25	15	15	15	15	15	15	15	15	15			
	Four	-	-	-	-	-	-	-	-	25	25			
"E"	Two	1	1	1	1	1	1	1	5	2	5	1,105	1,706	1,513
	Three	15	15	15	15	15	15	15	15	15	10			
	Four	-	-	-	-	-	-	-	25	25	25			
"F"	Two	5	5	5	5	5	5	5	5	5	5	761	1,303	1,104
	Three	15	15	15	15	15	15	15	15	15	10			
	Four	-	-	-	-	-	-	-	25	25	25			
"G"	Two	5	5	5	5	5	5	1	1	1	1	626	954	817
	Three	-	-	-	-	-	-	5	5	5	5			
	Four	-	-	-	-	-	-	-	-	-	-			
"H"	Two	5	5	5	5	5	5	5	5	5	5	1,404	2,703	2,053
	Three	25	25	25	25	25	25	25	25	25	25			
	Four	-	-	-	-	-	-	-	-	-	-			
"I"	Two	3	3	3	3	3	3	3	*	1	1	690	885	812
	Three	15	15	15	15	15	15	15	*	15	12			
	Four	-	-	-	-	-	-	-	*	25	25			

\* Information not available.

TABLE 8 - PAID VACATION POLICIES FOR OFFICE EMPLOYEES  
IN INDIVIDUAL MANUFACTURING ESTABLISHMENTS, 1951-1961

Establishments	Number of Weeks	Number of Years of Service Required to Qualify In:										Number of Employees		
		1951	1953	1954	1955	1956	1957	1958	1959	1960	1961	Low	High	Average
"A"	Two	1	1	1	1	1	1	1	1	1	1	38	78	63
	Three	15	15	15	15	10	10	10	10	10	10			
	Four	-	25	25	25	25	25	20	20	20	20			
"B"	Two	2	2	2	2	2	2	2	2	2	2	17	62	44
	Three	-	-	25	25	20	20	15	15	15	15			
	Four	-	-	-	-	-	-	-	-	-	25			
"C"	Two	1	1	*	1	1	1	1	1	1	1	880	1,404	1,121
	Three	20	15	*	15	15	15	15	15	15	15			
	Four	-	-	*	-	-	-	-	25	25	25			
"D"	Two	1	1	1	1	1	1	1	1	1	3	321	804	515
	Three	25	15	15	15	15	15	15	15	15	15			
	Four	-	-	-	-	-	-	-	-	25	25			
"E"	Two	1	1	1	1	1	1	1	6 mos.	1	1	294	500	346
	Three	15	15	15	15	15	15	15	15	15	10			
	Four	-	-	-	-	-	-	-	25	25	25			
"F"	Two	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	42	124	104
	Three	15	15	15	15	15	15	15	15	15	10			
	Four	-	-	-	-	-	-	-	25	25	25			
"G"	Two	1	1	1	1	1	1	1	1	1	1	39	93	62
	Three	-	-	-	-	15	15	15	5	5	5			
	Four	-	-	-	-	-	-	-	-	25	25			
"H"	Two	1	1	1	1	1	1	1	1	1	1	72	332	150
	Three	25	25	25	25	25	25	25	15	15	15			
	Four	-	-	-	-	-	-	-	-	-	-			
"I"	Two	1	1	1	1	1	1	1	*	1	1	58	340	223
	Three	15	15	15	15	15	15	15	*	15	12			
	Four	-	-	-	-	-	-	-	*	25	25			

\* Information not available.



## CURRENT VACATION PRACTICES IN CANADA

This section focuses attention on current paid-vacation practices in Canada, including the incidence of uniform and graduated vacation plans. Establishments whose vacations are examined hereunder employ about two million workers, more than half of whom are in manufacturing industries. The analysis is set out mainly by industry and, as in the first part of the report, the vacation provisions that apply to non-office and office employees are dealt with separately. The statistics reveal only slight divergences in the vacations available to non-office and office employees, although non-office workers usually require longer periods of employment to become eligible for vacations of the same length as those granted to office workers. The variations in vacation provisions among the components of manufacturing were less, as might be expected, than among the non-manufacturing industries.

### Graduated and Uniform Vacation Plans

Paid vacation plans may be divided into two general types - 'graduated' and 'uniform'. In graduated plans, the length of the vacation increases as the employee's service increases until a maximum is reached. For example, an establishment may grant one week's paid vacation after one year of service and an additional week after two years of service, progressing to three and four weeks with further increases in service. In uniform vacation plans, on the other hand, all employees who qualify after a specified length of service have the same vacation and this does not increase with additional service; for instance, in some establishments employees become entitled to two weeks vacations after a specified qualifying period and their vacation allowance remains as two weeks regardless of the length of time they continue in the company's employ.

Although the graduated type of plan among manufacturing groups is prevalent, notable exceptions exist, chiefly in leather products and clothing in which substantial proportions of employees are subject to uniform plans. Among the non-manufacturing groups, uniform vacation plans are prevalent in coal mining and relatively common in some branches of the service industry. Please refer to Tables 9, 10, 11 and 12. It is probable that many plans, which, in their original form would have been classified as uniform plans, have, by the extension of their provisions, become graduated plans.

### Service Patterns in Graduated Plans in Manufacturing

All plans which provide for two, three and four weeks vacation are not equally liberal, since the length of service required to qualify at each level varies considerably from one to another. Consequently, the vacation policy of a particular firm or establishment can best be evaluated by examining its plan in its entirety. Two vacation plans may be identical in their service requirements for two and three weeks yet differ widely about four-week vacations. It is the relationship between length of employment and length of vacation for all stages of the plan that requires consideration.

More than a quarter of a million non-office and about 95,000 office employees were in manufacturing establishments which reported graduated vacation programs in 1961 that encompassed two, three and four weeks after varying periods of service. The most common patterns of service among these establishments are shown in Table 13, which presents a distribution of these establishments and employees (non-office and office) according to the service formulae they reported.

TABLE 9 - EXTENT OF GRADUATED AND UNIFORM VACATION PLANS,  
NON-OFFICE EMPLOYEES, MANUFACTURING, BY INDUSTRY GROUPS, 1961

Manufacturing Groups	Survey Coverage		Proportion of Employees in Establishments Reporting:		
	Establishments	Non-Office Employees	Graduated Vacation Policy	Uniform Vacation Policy	No Vacation Policy or No Information
	No.	No.	%	%	%
MANUFACTURING .....	8,320	778,475	88	11	1
Food and beverages.....	1,520	111,018	88	11	1
Tobacco and tobacco products.....	20	6,744	99	1	-
Rubber products.....	47	12,521	99	1	-
Leather products.....	224	20,303	55	44	1
Textiles (except clothing).....	328	43,212	93	6	1
Clothing (textile and furs) .....	995	62,912	64	35	1
Wood products .....	1,118	66,859	70	25	5
Paper products.....	341	70,847	99	1	-
Printing, publishing and allied industries.....	565	31,670	93	7	-
Iron and steel products.....	1,094	116,477	95	5	-
Transportation equipment .....	324	71,468	97	3	-
Non-ferrous metal products .....	269	39,631	95	5	-
Electrical apparatus and supplies .....	288	42,874	97	3	-
Non-metallic mineral products.....	315	23,354	87	11	2
Petroleum and coal products.....	59	8,379	98	1	1
Chemical products.....	434	30,908	98	2	-
Miscellaneous manufacturing .....	379	19,298	84	16	-



TABLE 10 - EXTENT OF GRADUATED AND UNIFORM VACATION PLANS,  
OFFICE EMPLOYEES, MANUFACTURING, BY INDUSTRY GROUPS, 1961

Manufacturing Groups	Survey Coverage		Proportion of Employees in Establishments Reporting:		
	Establishments	Office Employees	Graduated Vacation Policy	Uniform Vacation Policy	No Vacation Policy or No Information
	No.	No.	%	%	%
MANUFACTURING .....	8,012	242,360	92	7	1
Food and beverages.....	1,445	28,505	91	9	-
Tobacco and tobacco products.....	20	1,078	99	1	-
Rubber products.....	45	4,296	99	1	-
Leather products.....	210	2,640	66	34	-
Textiles (except clothing).....	319	8,142	93	7	-
Clothing (textile and furs) .....	888	7,165	69	30	1
Wood products .....	1,048	10,205	71	27	2
Paper products.....	346	16,430	97	3	-
Printing, publishing and allied industries.....	572	19,957	91	9	-
Iron and steel products.....	1,089	40,066	94	6	-
Transportation equipment .....	317	25,191	97	3	-
Non-ferrous metal products .....	267	10,801	93	7	-
Electrical apparatus and supplies .....	288	26,850	97	3	-
Non-metallic mineral products.....	304	6,764	91	8	1
Petroleum and coal products.....	56	5,133	100	-	-
Chemical products.....	434	22,348	98	2	-
Miscellaneous manufacturing .....	364	6,789	89	11	-

TABLE 11 - EXTENT OF GRADUATED AND UNIFORM VACATION PLANS,  
NON-OFFICE EMPLOYEES, NON-MANUFACTURING, BY INDUSTRY GROUPS, 1961

Non-Manufacturing Industries	Survey Coverage		Proportion of Employees in Establishments Reporting		
	Establish-ments	Non-Office Employees	Graduated Vacation Policy	Uniform Vacation Policy	No Vacation Policy or No Information
	No.	No.	%	%	%
Mining					
Metal mining.....	141	48,660	93	7	-
Coal mining.....	33	11,045	4	96	-
Transportation					
Air transport					
Operating employees <sup>(2)</sup> .....	111	3,101	82	17	1
Others.....	91	7,254	92	8	-
Railway transport <sup>(1)</sup>					
Running trades .....		26,376	100	-	-
Others.....		82,376	100	-	-
Trucking					
Operating employees <sup>(2)</sup> .....	499	16,093	87	11	2
Others.....	330	4,929	87	12	1
Urban and suburban passenger transportation					
Operating employees <sup>(2)</sup> .....	41	10,922	100	-	-
Others.....	36	5,398	100	-	-
Interurban bus and coach transportation					
Operating employees <sup>(2)</sup> .....	44	1,868	93	7	-
Others.....	38	910	92	8	-
Public utilities and communications					
Electric power, gas and water.....	206	30,223	97	3	-
Telephone communication.....	53	26,295	100	-	-
Radio and television.....	129	5,952	93	7	-
Service					
Hotels.....	397	22,430	78	21	1
Restaurants.....	488	19,266	52	43	5
Laundries and dry cleaning .....	299	14,065	73	27	-
Municipal public works departments .....	240	30,056	97	3	-
Trade					
Wholesale trade .....	1,903	45,790	83	16	1
Retail trade					
Sales employees.....	2,614	93,770	92	7	1
Others.....	2,161	66,180	88	12	-

(1) Because of the unique structure of the railway transport industry, information is not obtained on an "establishment" basis in the same manner as for other industries. Survey coverage is shown in terms of employees only.

(2) Those who constitute the crew of the transportation vehicle, whether this is an aircraft, truck, bus or other vehicle. In railway transport such crews are referred to as the "running trades".



TABLE 12 - EXTENT OF GRADUATED AND UNIFORM VACATION PLANS,  
OFFICE EMPLOYEES, NON-MANUFACTURING, BY INDUSTRY GROUPS, 1961

Non-Manufacturing Industries	Survey Coverage		Proportion of Employees in Establishments Reporting:		
	Establishments	Non-Office Employees	Graduated Vacation Policy	Uniform Vacation Policy	No Vacation Policy or No Information
	No.	No.	%	%	%
Transportation					
Air transport.....	109	7,230	95	5	-
Railway transport <sup>(1)</sup> .....		32,723	100	-	-
Trucking.....	479	5,387	87	13	-
Urban and suburban passenger transportation.....	40	3,840	100	-	-
Interurban bus and coach transport.....	44	693	90	10	-
Public utilities and communication					
Electric power, gas and water.....	192	20,103	99	1	-
Telephone communication.....	52	23,658	100	-	-
Radio and television.....	160	6,723	93	7	-
Municipal public works departments.....	207	13,944	98	2	-
Trade					
Wholesale trade.....	2,144	53,668	90	10	-
Retail trade.....	2,308	39,174	92	8	-
Finance and insurance					
Banks.....	21	65,310	100	-	-
Life insurance.....	126	19,010	99	1	-
Non-life insurance.....	262	14,511	97	3	-
Investment and loan.....	641	21,080	94	6	-

(1) Because of the unique structure of the railway transport industry, information is not obtained on an "establishment" basis in the same manner as for other industries. Survey coverage is shown in terms of employees only.

TABLE 13 - PATTERNS OF SERVICE REQUIREMENTS IN ESTABLISHMENTS REPORTING GRADUATED VACATIONS OF TWO, THREE AND FOUR WEEKS, MANUFACTURING, 1961

Non-Office Employees					Office Employees				
Service Requirement for Vacations of:			Number of Establishments	Number of Employees	Service Requirement for Vacations of:			Number of Establishments	Number of Employees
Two Weeks	Three Weeks	Four Weeks			Two Weeks	Three Weeks	Four Weeks		
(No. of Years)									
1	3	10	14	3,976	Less than 1 year	10	25	31	3,344
1	5	20	11	1,402	Less than 1 year	15	25	18	2,599
1	5	25	23	10,227	1	3	10	11	1,192
1	8	20	13	2,517	1	5	20	14	376
1	10	20	58	7,866	1	5	25	35	2,883
1	10	25	101	20,066	1	6	20	10	276
1	12	25	36	6,697	1	8	20	14	885
1	15	25	59	5,517	1	10	20	92	7,950
2	10	20	19	3,133	1	10	25	253	27,078
2	12	25	28	12,565	1	11	25	6	1,164
2	15	25	51	15,659	1	12	25	80	6,251
3	10	25	57	17,902	1	15	20	21	496
3	12	25	44	10,348	1	15	25	208	20,202
3	15	25	123	50,418	2	10	25	19	655
5	10	25	60	32,957	2	12	25	11	625
5	15	25	51	14,515	2	15	25	38	3,237
Other Patterns			208	39,247	Other Patterns			205	15,717
Total			956	255,012	Total			1,066	94,930



In the non-office group, the 3-15-25 year pattern for two, three and four-week vacations is most common, both in terms of the number of establishments reporting this formula and the number of workers they employ. Next in prevalence are the 1-10-25 and the 5-10-25 year formulae; of these, the 1-10-25 year plan is the more prevalent in terms of establishments and the 5-10-25 year plan on the basis of the number of employees.

In the office group, the 1-10-25 year formula is clearly the modal pattern, followed by 1-15-25 and 1-10-20 in order of their prevalence.

More details on vacation patterns are provided in Tables 14 and 15. In Tables 14 and 15 the employees (non-office and office as the case may be) in establishments reporting two, three and four-week vacations are, first of all, distributed according to the qualifying periods for two-week vacations; the employees falling in each category of service for two weeks are then distributed according to the service they must fulfill to become eligible for three weeks; each of these groups, in turn, is subdivided according to the years necessary to qualify for four weeks vacation with pay.

To illustrate: in Table 14, Part A, of some 67,000 non-office workers eligible for two weeks after one year or less, 75 per cent could become eligible for three weeks after 10 years or less. Of the workers qualifying for three weeks after 10 years or less, 34 per cent (17,000 workers) could qualify for four weeks after 20 years or less.

Of the 136,000 employees in Part B (to whom two weeks were available after two to three years' service) only 29 per cent could qualify for three weeks after 10 years or less and of these, only 22 per cent (compared with 34 per cent of those in Part A) could qualify for four weeks after 20 years or less. A similar tracing can be made of the 51,000 workers in Part C of the table who are subject to a qualifying period of four years or more. Table 15 provides similar information for office employees.

In general, the statistics indicate that establishments with the shortest service requirements for two-week vacations tend also to report shorter service requirements for vacations of longer duration and thus provide more liberal over-all vacations.

#### Manufacturing Industries, 1961

Non-Office: Table 16 sets out details on vacations for non-office employees for manufacturing as a whole and for the 17 principal subdivisions of manufacturing. Two weeks vacation was available to 90 per cent or more of the employees in all but three of these subdivisions. The qualifying period varied widely. Most groups required two years service or less, others required three or even five years service and a negligible proportion exceeded the five-year service requirement.

Three weeks vacation was extensive among individual manufacturing industries. In 10 of the 17 industries covered, at least four fifths of the employees were in plants reporting three-week provisions; in the other groups, employees to whom three weeks were available ranged from one sixth to three quarters. The qualifying period was, in most cases, 15 years, although substantial proportions of employees in petroleum, chemicals, rubber, printing and publishing and paper products could qualify for three weeks after service of 10 years, or less than 10 years.

TABLE 14 - DISTRIBUTION OF 255,012 NON-OFFICE EMPLOYEES COVERED  
BY GRADUATED VACATIONS OF TWO, THREE AND FOUR WEEKS  
BY SERVICE REQUIREMENTS, MANUFACTURING, 1961

A - 67,345 OR 26% OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
1 year or less 67,345 - 26%	10 years or less 50,593 - 75%	4,318 - 9% - Less than 20 years 12,881 - 25% - 20 years 31,799 - 63% - 25 years 1,295 - 3% - Other periods
	11-14 years 8,331 - 12%	1,134 - 13% - 20 years 7,152 - 86% - 25 years 45 - 1% - Other periods
	15 years 8,294 - 12%	707 - 9% - 20 years 5,709 - 69% - 25 years 1,878 - 22% - Other periods
	More than 15 years 427 - 1%	427 - 100% - Other periods

B - 136,193 OR 53% OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
2-3 years 136,193 - 53%	10 years or less 39,650 - 29%	2,956 - 7% - Less than 20 years 5,781 - 15% - 20 years 30,580 - 77% - 25 years 333 - 1% - Other periods
	11-14 years 19,921 - 15%	648 - 3% - 20 years 18,881 - 95% - 25 years 392 - 2% - Other periods
	15 years 76,128 - 56%	873 - 1% - 20 years 66,077 - 87% - 25 years 9,178 - 12% - Other periods
	More than 15 years 494 - *	494 - 100% - Other periods

C - 51,474 OR 20% OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
4 years or more 51,474 - 20%	10 years or less 33,984 - 66%	167 - * - Less than 20 years 588 - 2% - 20 years 33,214 - 98% - 25 years 15 - * - Other periods
	11-14 years 1,496 - 3%	193 - 13% - 20 years 1,303 - 87% - 25 years
	15 years 15,730 - 31%	309 - 2% - 20 years 15,151 - 96% - 25 years 270 - 2% - Other periods
	More than 15 years 264 - 1%	116 - 44% - 25 years 148 - 56% - Other periods

\* Less than  $\frac{1}{2}$  per cent.



TABLE 15 - DISTRIBUTION OF 94,930 OFFICE EMPLOYEES COVERED  
BY GRADUATED VACATIONS OF TWO, THREE AND FOUR WEEKS  
BY SERVICE REQUIREMENTS, MANUFACTURING, 1961

A - 88,813 OR 94% OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
1 year or less 88,813 - 94%	10 years or less 49,886 - 56%	2,240 - 4% - Less than 20 years 10,348 - 21% - 20 years 35,944 - 72% - 25 years 1,174 - 3% - Other periods
	11-14 years 8,599 - 10%	382 - 4% - 20 years 8,217 - 96% - 25 years
	15 years 30,071 - 34%	847 - 3% - 20 years 22,801 - 76% - 25 years 6,423 - 21% - Other periods
	More than 15 years 257 - *	5 - * - 25 years 252 - 100% - Other periods

B - 5,667 OR 6% OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
2-3 years 5,667 - 6%	10 years or less 953 - 17%	150 - 16% - Less than 20 years 45 - 5% - 20 years 758 - 79% - 25 years
	11-14 years 846 - 15%	16 - 2% - 20 years 782 - 92% - 25 years 48 - 6% - Other periods
	15 years 3,862 - 68%	51 - 1% - 20 years 3,786 - 98% - 25 years 25 - 1% - Other periods
	More than 15 years 6 - *	6 - 100% - 25 years

C - 450 OR \* OF EMPLOYEES COVERED

TWO WEEKS AFTER ↓	THREE WEEKS AFTER ↓	FOUR WEEKS AFTER ↓
4 years or more 450 - *	10 years or less 279 - 62%	11 - 4% - Less than 20 years 268 - 96% - 25 years
	11-14 years 36 - 8%	36 - 100% - 25 years
	15 years 132 - 29%	60 - 45% - 20 years 71 - 54% - 25 years 1 - 1% - Other periods
	More than 15 years 3 - 1%	3 - 100% - 25 years

\* Less than ½ per cent.

TABLE 16 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
NON-OFFICE EMPLOYEES, MANUFACTURING, BY INDUSTRY GROUPS, 1961

Manufacturing Groups	Proportion of Non-Office Employees <sup>(1)</sup> in Establishments Reporting Paid Vacations of:													
	Two Weeks After:					Three Weeks After:					Four Weeks After:			
	1 Year or Less	2 Years	3 Years	4-5 Years	More Than 5 Years	Less Than 10 Years	10 Years	11-14 Years	15 Years	20 Years	Other Periods	Less Than 25 Years	25 Years	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
MANUFACTURING.....	28	13	26	25	1	7	19	6	35	2	3	4	27	2
Foods and beverages .....	33	23	28	7	1	13	16	19	23	1	3	12	27	-
Tobacco and tobacco products .....	62	34	-	-	4	4	-	57	22	-	4	-	79	-
Rubber products .....	5	8	58	28	-	-	39	39	11	-	-	2	71	-
Leather products.....	55	7	10	18	-	-	1	-	10	11	1	-	4	-
Textiles (except clothing).....	13	6	12	63	1	1	4	1	26	5	29	1	8	5
Clothing (textile and furs) .....	34	22	10	16	2	-	4	-	7	4	2	-	1	-
Wood products .....	39	4	11	21	2	29	2	-	12	3	2	-	7	-
Paper products .....	14	3	25	57	-	11	61	4	17	1	-	2	74	1
Printing, publishing and allied industries .....	72	9	2	8	-	22	27	6	21	3	4	6	15	5
Iron and steel products .....	16	7	55	18	1	3	10	3	65	1	1	2	42	-
Transportation equipment.....	15	15	20	47	-	1	19	4	66	-	-	2	13	-
Non-ferrous metal products .....	14	29	43	10	1	4	32	1	47	-	1	2	34	1
Electrical apparatus and supplies.....	29	9	34	24	1	-	11	4	69	-	-	-	21	20
Non-metallic mineral products .....	21	15	16	37	1	2	12	2	52	-	2	2	32	-
Petroleum and coal products .....	88	9	2	-	-	6	83	-	9	-	-	82	7	-
Chemical products .....	50	28	14	5	-	1	53	10	23	2	1	12	37	-
Miscellaneous manufacturing..	24	12	22	28	2	1	11	1	34	1	3	1	10	2

(1) Refer to "Employees Covered" in Table 9 for figures to which percentages in this table apply.



TABLE 17 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
OFFICE EMPLOYEES, MANUFACTURING, BY INDUSTRY GROUPS, 1961

Manufacturing Groups	Proportion of Office Employees <sup>(1)</sup> in Establishments Reporting Paid Vacations of:													
	Two Weeks After:					Three Weeks After:					Four Weeks After:			
	1 Year or Less	2 Years	3 Years	4-5 Years	More Than 5 Years	Less Than 10 Years	10 Years	11-14 Years	15 Years	20 Years	Other Periods	Less Than 25 Years	25 Years	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
MANUFACTURING.....	87	7	1	1	-	7	28	7	38	2	1	7	31	3
Foods and beverages .....	80	13	2	2	1	16	19	23	24	1	1	15	33	1
Tobacco and tobacco products .	96	4	-	-	-	3	-	85	4	-	3	1	88	-
Rubber products .....	98	2	-	-	-	-	56	32	5	-	-	2	81	-
Leather products.....	73	8	2	13	-	2	1	-	5	14	5	-	3	-
Textiles (except clothing).....	90	5	1	2	1	1	16	3	43	5	11	1	21	5
Clothing (textile and furs).....	73	16	3	1	-	1	6	-	7	5	4	-	2	-
Wood products .....	71	10	4	3	-	19	7	1	18	4	1	1	15	-
Paper products .....	92	4	2	2	-	10	62	6	14	1	-	2	70	1
Printing, publishing and allied industries .....	83	5	1	1	-	28	24	4	21	3	3	10	19	6
Iron and steel products .....	88	5	3	1	1	3	15	3	62	1	1	3	35	-
Transportation equipment.....	97	2	1	-	-	1	46	5	41	-	-	2	22	-
Non-ferrous metal products .....	93	4	1	1	-	5	30	1	46	1	-	1	31	1
Electrical apparatus and supplies.....	87	12	-	1	-	2	13	4	72	-	-	1	30	20
Non-metallic mineral products .....	86	9	1	1	-	7	23	1	44	2	1	4	24	-
Petroleum and coal products .....	98	2	-	-	-	3	92	-	5	-	-	89	6	-
Chemical products .....	92	3	-	-	-	3	51	9	28	1	1	14	33	-
Miscellaneous manufacturing...	84	10	1	2	-	2	19	3	37	2	3	2	17	2

(1) Refer to "Employees Covered" in Table 10 for figures to which percentages in this table apply.

TABLE 18 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
NON-OFFICE EMPLOYEES, NON-MANUFACTURING, BY INDUSTRY GROUPS, 1961

Non-Manufacturing Industries	Proportion of Non-Office Employees in Establishments Reporting Paid Vacations of:													
	Two Weeks After:					Three Weeks After:					Four Weeks After:			
	1 Year or Less	2 Years	3 Years	4-5 Years	More Than 5 Years	Less Than 10 Years	10 Years	11-14 Years	15 Years	20 Years	Other Periods	Less Than 25 Years	25 Years	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Mining														
Metal mining.....	13	38	6	39	-	6	7	1	30	1	13	5	28	-
Coal mining .....	98	-	-	-	-	1	-	-	3	-	1	-	-	-
Transportation														
Air transport														
Operating employees.....	88	4	-	-	-	8	4	63	1	-	-	1	-	-
Others .....	94	3	-	-	-	3	5	81	-	-	-	1	-	-
Railway transport														
Running trades.....	-	99	1	-	-	-	-	-	100	-	-	-	-	99
Others .....	1	96	2	-	-	1	-	-	99	-	-	-	96	3
Trucking														
Operating employees.....	23	22	43	5	-	7	10	9	41	-	1	3	1	2
Others .....	35	20	35	6	-	9	8	12	34	-	7	2	1	-
Urban and suburban passenger transportation														
Operating employees.....	79	6	6	3	-	29	27	7	34	-	1	9	50	1
Others .....	86	5	6	2	-	18	43	6	31	-	1	3	62	1
Interurban bus and coach transportation														
Operating employees.....	61	18	5	12	-	12	29	1	3	41	-	3	25	1
Others .....	66	21	4	8	-	14	28	-	1	46	-	3	19	1
Public utilities and communications														
Electric power, gas and water.....	66	19	2	1	-	24	38	2	29	-	1	5	58	12
Telephone communications .....	85	1	-	-	-	38	-	-	61	-	-	1	26	66
Radio and television .....	35	2	-	-	-	78	3	-	3	1	-	3	57	-
Service														
Hotels.....	34	42	7	3	-	16	6	-	31	1	-	3	1	16
Restaurants.....	32	17	6	10	-	14	3	1	2	6	-	7	6	-
Laundries and dry cleaning.....	26	13	13	24	2	3	5	6	17	5	2	-	1	-
Municipal public works departments .....	72	10	6	4	3	29	48	4	17	-	-	23	43	-
Trade														
Wholesale trade .....	66	13	7	7	-	11	20	2	18	2	6	10	10	-
Retail trade														
Sales employees.....	78	13	1	3	1	38	12	11	13	1	2	38	17	-
Others .....	72	12	3	7	1	44	7	3	10	2	2	32	16	-

TABLE 19 - SERVICE REQUIREMENTS FOR PAID VACATIONS OF TWO, THREE AND FOUR WEEKS,  
OFFICE EMPLOYEES, NON-MANUFACTURING, BY INDUSTRY GROUPS, 1961

Proportion of Office Employees in Establishments Reporting Paid Vacations of:														
Non-Manufacturing Industries	Two Weeks After:					Three Weeks After:					Four Weeks After:			
	1 Year or Less	2 Years	3 Years	4-5 Years	More Than 5 Years	Less Than 10 Years	10 Years	11-14 Years	15 Years	20 Years	Other Periods	Less Than 25 Years	25 Years	More Than 25 Years
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Transportation														
Air transport.....	99	-	-	-	-	3	1	88	-	-	-	1	-	-
Railway transport.....	44	49	7	-	-	1	-	-	99	-	-	1	96	3
Trucking.....	64	21	8	3	-	10	24	7	19	-	4	3	-	1
Urban and suburban passenger transportation...	97	2	-	-	-	56	28	3	11	-	1	4	81	-
Interurban bus and coach transportation.....	75	18	-	7	-	18	22	-	1	40	-	1	21	-
Public utilities and communications														
Electric power, gas and water .....	92	2	1	-	-	17	44	1	35	-	1	3	63	15
Telephone communications.....	88	1	-	-	-	26	-	-	74	-	-	1	20	77
Radio and television.....	35	4	-	-	-	77	5	-	2	-	-	1	61	1
Municipal public works departments .....	91	2	1	-	2	32	56	1	9	-	-	28	54	-
Trade														
Wholesale trade .....	87	8	1	1	-	13	28	3	25	2	5	14	16	3
Retail trade.....	87	7	1	2	1	53	8	4	11	1	2	41	18	1
Finance and insurance														
Banks .....	100	-	-	-	-	91	-	-	3	6	-	33	21	-
Life insurance.....	98	1	-	-	-	6	44	1	45	1	1	15	69	-
Non-life insurance.....	98	-	-	-	-	19	26	1	35	7	5	18	30	10
Investment and loan.....	93	1	-	-	-	25	51	7	9	2	2	29	12	-



The manufacturing groups varied widely in the incidence of a four-week vacation provision for non-office employees; it was most prevalent in petroleum, tobacco, paper and rubber. The usual qualifying period was 25 years, except in petroleum products where less than 25 years was the predominant practice.

Office: Vacation provisions for office employees in the various manufacturing groups are summarized in Table 17. It will be seen that the inter-group patterns for office vacations were generally similar to those for non-office workers.

Practically all office employees in all industries could, in 1961, obtain two weeks vacation after one year or less of employment. Somewhat wider variations are found among industries with regard to three weeks, however. In 13 industries, establishments employing three quarters or more of all office workers reported three-week vacation provisions; proportions in the remaining four groups ranged from one quarter to two thirds. Fifteen years service was the predominant qualifying period for three weeks paid vacation, although in petroleum, chemicals, paper, rubber, and printing and publishing most employees could qualify in 10 years or less.

Four weeks vacation was most prevalent in petroleum and coal products, tobacco, rubber and paper industries; in other groups the proportions of office employees in units with four-week provisions ranged between 2 and 51 per cent of the total.

#### Selected Non-Manufacturing Industries

Non-Office: Table 18 gives details on vacation policies for non-office employees in industries other than manufacturing. The non-manufacturing sub-groups vary considerably in the nature of the work performed, types of work places, and the occupational composition of their work forces. These factors may explain to some extent the greater variation in vacation practices among these industries than is the case among the different subdivisions of manufacturing.

In the majority of non-manufacturing industries and their sub-groups, between 90 and 100 per cent of the non-office employees could become eligible for at least two weeks vacation after varying periods of service. The most common service requirement was one year, although in railway transport and hotels it was two years, in trucking it was three years, and in metal mining it was two and five years.

Provisions for three weeks vacation varied widely, not only among the industries studied but also among the subdivisions of some of these industries. In metal mining, for example, nearly 60 per cent of the non-office employees could become eligible for three-week vacations while in coal mining only 5 per cent could qualify for three weeks. In air transport, nine out of ten non-operating (non-flying) employees were under three-week provisions, as compared with about three quarters of the operating employees. In railway transport and urban and suburban passenger transport vacations of three weeks were available to practically all workers fulfilling the required conditions of service, while in trucking and interurban bus and coach transport provisions for three weeks were somewhat less extensive.

In public utilities the situation is similar to that pertaining in transportation; practically all workers in electric power, gas and water, and in telephone communication could become eligible for three-week vacations. In radio and television, 85 per cent of the employees were covered by a three-week vacation provision.

The service industry has somewhat less liberal provisions. One half of the non-office workers in hotels were covered by three-week vacation provisions; in restaurants about one quarter and in laundry and dry cleaning establishments two fifths of the employees could become eligible for vacations of this length. Municipal public works departments provided vacations of three weeks to nearly all employees. In wholesale trade, 59 per cent of the employees were covered by three-week vacation provisions and in retail trade, about three quarters of the sales employees and two thirds of the others were under these provisions.

As for the length of the service required to qualify for three-week vacations, nearly all industrial components could be divided into two groups; one in which 10-years service or less was required; and the other, 15 years. The only exceptions were air transport in which the service required was in the 11-14-year range and interurban bus and coach transport, where both 10 years or less, and 20 years, were almost equally common service stipulations.

There was an even greater variation between patterns of four-week vacations. For example, in railway transport, practically all non-office employees were covered; four-week vacations were also extensively reported by establishments in telephone communication, electric power, gas and water, and municipal public works departments; it was not reported in coal mining and rare in such groups as air transport, trucking, and laundries and dry cleaning. Other groups varied considerably in the incidence of four weeks. Although 25 years was the predominant qualification, longer service was common in railway transport and telephone communication; and in retail trade, substantial proportions of employees could earn four weeks vacation after service of less than 25 years.

Office: The vacation situation for office employees in non-manufacturing industries in certain sub-groups is shown in Table 19. As in manufacturing, practically all office employees in the non-manufacturing groups could become eligible for at least two-week vacations. With the exception of railway transport in which nearly half the employees were required to have two years of service to qualify for two-week vacations, the most prevalent service requirement for two weeks paid vacation in each of the groups covered was one year or less.

Three weeks vacation for office employees was common among the non-manufacturing industries examined. In most groups, a vacation of this length was available in establishments accounting for the vast majority of office employees; the proportion covered by three-week provisions was more than 80 per cent except in trucking and the trade groups. Ten years, or a period shorter than 10 years, was the most prevalent qualifying time in most of the industries under review, although 15 years was predominant in rail transport, and telephone communication.

The pattern for four-week vacations for office employees in non-manufacturing industries is similar to that for non-office workers. The railway transport group reported four-week vacation provisions for all its employees. Next in order were telephone communication, urban and suburban

passenger transport, life insurance, municipal public works departments, and electric power, gas and water; in these, four fifths or more of the workers were covered by four-week provisions. However, in such groups as air transport and trucking, four-week vacations were almost non-existent. In interurban bus and coach transportation, one fifth of the employees were covered, while in the remaining groups between one third and two thirds of the employees could be covered by vacations of four weeks. The most common service requirement in the majority of the groups was 25 years.



## VACATION LEGISLATION IN CANADA

Although vacation legislation<sup>(1)</sup> in Canada is relatively recent, most of the provincial legislatures and the Parliament of Canada have, since World War II, enacted laws which ensure vacations or vacation pay to employees within their respective jurisdictions. No attempt was made, in this study, to evaluate the influence that legislation may have had on vacation trends. Undoubtedly it has had some effect, particularly in seasonal industries and in those with high labour turnover. However, the surveys have indicated that with few exceptions, the vacation provisions in effect are more liberal than those required by law.

In 1944, only two provinces, Ontario and Saskatchewan, had enacted legislation on vacations; in Ontario the legislation provided that employers must grant one week's vacation with pay after one year of service; and in Saskatchewan, two weeks paid vacation after one year's employment was required. In 1946, the provincial Governments of Quebec, Alberta and British Columbia enacted vacations legislation; Manitoba passed such a law in 1947, New Brunswick in 1955 and Nova Scotia in 1959. Each of these six enactments stipulated that employers must provide one week's paid vacation after one year of service. (See Table 20.)

Since the first enactment of legislation on vacations with pay, certain amendments have taken place; as a result, vacation legislation in the provinces of Manitoba, Saskatchewan, Alberta and British Columbia was much more liberal in 1961 than at the beginning of the 1950's.

In Nova Scotia, New Brunswick, Quebec and Ontario, most employers are required by law to provide workers with one week's vacation after one year of service. In Manitoba, Alberta and British Columbia, the legislation requires provision of two weeks vacation after one year of service. In Saskatchewan, in addition to two weeks vacation which must be granted after one year of service, a 1958 amendment to the Saskatchewan Act requires an annual vacation of three weeks after five years of service with the same employer.

### Coverage and Exclusions

The Federal Vacation Act of October 1958<sup>(2)</sup> applies to employees in undertakings under the jurisdiction of the Parliament of Canada and stipulates a one-week paid vacation after one year, and two weeks after two years of service.

The New Brunswick Vacation Pay Act applies only to workers in construction, mining, and the processing, canning and packing of fish, vegetables and fruit. In the seven provinces which have Acts or orders of general application, most workers are covered, with the exclusions noted below:

- (a) farm workers in all provinces
- (b) domestic servants in all provinces but Manitoba and Saskatchewan
- (c) horticultural workers in British Columbia
- (d) workers growing flowers, fruits and vegetables in Ontario
- (e) ranching and market gardening workers in Manitoba and Saskatchewan

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(1) Provincial Labour Standards, December 1960, Department of Labour, Canada; and Labour Legislation in Canada, December 31, 1948, Department of Labour, Canada.

(2) The Labour Gazette, October 1958, p. 1159, Department of Labour, Canada.

TABLE 20 - PAID VACATIONS LEGISLATION, BY JURISDICTION

Jurisdiction	1951			1961		
	Year Enacted	Vacation	Vacation Pay	Year Enacted	Vacation	Vacation Pay
Newfoundland.....	-	-	-	-	-	-
Prince Edward Island..	-	-	-	-	-	-
Nova Scotia.....	-	-	-	1959	1 week after 1 year	2% of annual earnings
New Brunswick .....	-	-	-	1955	1 week after 1 year	2% of annual earnings
Quebec.....	1946	1 week after 1 year	regular pay if paid by the week or longer period; otherwise 2% of annual earnings		(no change)	
Ontario .....	1944	1 week after 1 year	2% of annual earnings		(no change)	
Manitoba .....	1947 1951	1 week after 1 year 2 weeks after 3 years	regular pay	1959	2 weeks after 1 year	regular pay
Saskatchewan .....	1944	2 weeks after 1 year	1/26 of annual earnings	1958	3 weeks after 5 years <sup>(1)</sup>	3/52 of annual earnings
Alberta .....	1946 1949	1 week after 1 year 2 weeks after 2 years	regular pay	1961	2 weeks after 1 year	regular pay
British Columbia.....	1946	1 week after 1 year	2% of annual earnings	1957	2 weeks after 1 year	4% of annual earnings
Federal Jurisdiction...	-	-	-	1958	1 week after 1 year 2 weeks after 2 years	2% of annual earnings

(1) Employees with less than 5 years' service remain covered by the 1944 enactment.

- (f) professional workers in British Columbia and Ontario
- (g) employees of municipal and school corporations in Quebec
- (h) the large group of workers in Quebec governed by decrees under Collective Agreement Act (annual vacations are provided for in decrees which are legally binding on all employers and workers in an industry and area)
- (j) salesmen in Alberta and Ontario
- (k) persons engaged in funeral directing and embalming in Ontario
- (l) workers employed in lumbering and commercial fishing in Nova Scotia
- (m) apartment house janitors, caretakers provided with free lodgings, home workers, part-time workers working less than three hours a day and a few other groups in Quebec
- (n) independent contractors, and employees of railway and express companies under federal jurisdiction in Manitoba
- (o) workers governed by a collective agreement in British Columbia (if the Minister of Labour approves the vacation provisions of the agreement).

### Basis for Determining Vacation Pay

The amount of vacation pay to which employees are entitled under legislation is determined by a calculation based either on the employee's regular weekly pay or gross annual earnings. Legislation in Manitoba and Alberta requires vacation pay to be based on regular weekly earnings. In Quebec, on the other hand, two methods are employed. For salaried workers, vacation pay is based on regular weekly earnings and for hourly workers it is based on gross annual earnings. In all other provinces as well as in industries under federal jurisdiction, the calculation is based on gross annual earnings, including overtime and other premium payments.

### Vacation-Pay Stamps

To ensure vacation pay for workers terminating their employment during the working year, some provinces with vacation legislation use, in certain industries, the so-called stamp system of recording vacation-pay credits. Such a system is in effect in Alberta, Manitoba,<sup>(1)</sup> New Brunswick, Ontario, and Quebec for workers in the construction industry, who may work for several employers during a year. The Nova Scotia Act provides for the vacation-stamp in the construction industry or in any other work which may be designated by the Lieutenant-Governor-in-Council. In Ontario, besides being applicable in the construction industry, the stamp system is used in any industry under the Act if employment is terminated during a working year. It is also in effect in New Brunswick in mining and in canning and packing industries for employees whose employment is terminated before working a full year. In British Columbia, the Administrative Board under the Act has authority to establish a system of vacation credits. In Alberta the stamp system may, with the Board's approval, be adopted in any industry other than construction, and in Quebec it may be used in any industry other than building construction by mutual agreement between employer and any employee.

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(1) In Manitoba, the stamp system, previously in effect for transitory employees in the construction industry in the Greater Winnipeg area, was replaced on July 1, 1960, by a system of cheques issued by the provincial Department of Labour annually.



Under the vacation-stamp system, the employer affixes vacation credit stamps to the worker's stamp book. Stamps are equivalent in value to 2 per cent or more of the worker's earnings, depending on the legislation in a particular province and his length of employment. The worker may cash his stamps at a savings bank or, in Quebec, at the office of the Minimum Wage Commission, usually at times specified in the regulations.









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